

Message Text

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ACTION IO-13

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ROME FOR HAMPTON

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TAGS: AORG, UN

SUBJ: G-LEVEL SALARIES IN GENEVA

REF: GENEVA 5506

SUMMARY: UN OFFICE GENEVA COMPUTATIONS WHICH UNDER
ESTABLISHED PROCEDURE WOULD CALL FOR GRANTING FURTHER
G-LEVEL SALARY INCREASE IN GENEVA APPARENTLY BEING
HELD IN ABEYANCE FOR PRESENT WHILE UN ASYG DEBATIN
EXPLORES INTENTIONS OF ICSC AT ROME MEETING. END
SUMMARY.

1. WORD IS JUST NOW GETTING AROUND TO ORGANIZATIONS
IN GENEVA THAT REGULAR PROCESS FOR ADJUSTING G-LEVEL
SALARIES BIANNUALLY BY COMPUTATION BASED ON OFFICIAL
SWISS STATISTICS WOULD CALL FOR INCREASE OF 4.2-4.3
PERCENT TO BE GRANTED TO G-LEVEL STAFF EFFECTIVE
AUGUST 1. UN OFFICE GENEVA STAFF WHICH PERFORMS
THIS COMPUTATION EVIDENTLY PRESENTED DATA TO
ADMINISTRATIVE CHIEF BARBOSA EARLY THIS WEEK.
WHILE NORMAL PRACTICE WOULD HAVE BEEN FOR BARBOSA TO
INFORM OTHER ORGANIZATIONS ROUTINELY WITH EXPECTATION
OF AUTOMATIC UNIFORM IMPLEMENTATION OF UPWARD
ADJUSTMENTS IN SALARIES, BARBOSA APPEARS TO BE
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WITHHOLDING THIS FINDING FOR PRESENT BECAUSE

COINCIDENTALLY WORD REACHED HIM OF MOVE IN ICSC TO RECOMMEND SALARY FREEZE (ROME 11103). BARBOSA INFORMED US THAT HE YESTERDAY CONTACTED ASYG DEBATIN, WHO WAS ON VACATION IN GERMANY, TO APPRISE HIM OF BOTH SITUATIONS. WE UNDERSTAND DEBATIN'S REACTION WAS TO BREAK OFF HIS VACATION AND FLY DIRECTLY TO ROME TO BE AT SCENE OF ICSC DELIBERATIONS.

2. BETWEEN GENERAL SALARY COMPARABILITY SURVEYS CONDUCTED AT FIVE-YEAR INTERVALS (SUCH AS 1975 BATTELLE SURVEY WHICH PRECIPITATED DISPUTE THIS SPRING) UNDER EXISTING ARRANGEMENTS ANNUAL ADJUSTMENTS ARE MADE BASED ON COMPUTATIONS DERIVED FROM OFIAMT INDEX (SWISS NATIONAL STATISTICS.). UPWARD ADJUSTMENTS ARE TRIGGERED WHEN COMPUTATION SHOWS GREATER THAN FIVE PERCENT GROSS INCREASE IN SWISS SALARY LEVELS, BUT ADJUSTMENTS AWARDED ARE SOMEWHAT LOWER NET INCREASE. WE UNDERSTAND PRESENT COMPUTATION SHOWS GROSS INCREASE OF FIVE PERCENT IN SWISS SALARIES WITH RESULT THAT INCREASE OF 4.2-4.3 PERCENT WOULD BE AWARDED AUGUST 1 UNDER ESTABLISHED PRACTICE. COMPUTATION IS ARRIVED AT, USING OFIAMT DATA PUBLISHED PREVIOUS OCTOBER, BY DEVELOPING THREE YEAR AVERAGE AND EXTRAPOLATING TO ESTABLISH AUGUST 1 FIGURES.

3. AS WE UNDERSTAND IT, GENEVA G-LEVEL SALARY QUESTION IS NOW BEFORE ICSC AS RESULT OF PLENARY ACTION TAKEN BY WHO AT WORLD HEALTH ASSEMBLY IN MAY. WHO ASYG FURTH DISCUSSED IN GENERAL TERMS WITH US ROLE HE ANTICIPATED ICSC MIGHT PLAY. HIS PREFERENCE WOULD BE THAT OF ICSC ACTING AT ITS OWN INITIATIVE UNDER ICSC STATUES ARTICLE 12.1 TO DEVELOP SALARY AND ALLOWANCES RECOMMENDATIONS FOR GENEVA, WHICH HE FELT EXECUTIVE HEADS WOULD ALL FEEL COMPELLED TO ADHERE TO BECAUSE RESULTS DETERMINED BY ICSC WOULD BE KNOWN ALSO TO MEMBER GOVERNMENTS AND EXECUTIVE HEADS COULD FEEL WELL-ARMED WITH UNSOLICITED, OBJECTIVE ICSC STATISTICS IN DEALING WITH STAFF REPRESENTATIVES. ALTERNATIVE OF ICSC LIMITED OFFICIAL USE

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PERFORMING FUNCTION UNDER ARTICLE 12.2 APPEARED LESS ATTRACTIVE IN FURTH'S VIEW BECAUSE IT WOULD ENTAIL PRIOR CONSULTATION AND AGREEMENT WITH STAFF REPRESENTATIVES IN EACH INSTANCE BEFORE REQUEST COULD BE MADE TO ICSC TO CONDUCT SURVEY AND DEVELOP RECOMMENDATION. HE POINTED OUT IN THIS CONNECTION THAT ALL EXECUTIVE HEADS EXCEPT THAT OF WHO HAD, IN EFFECT, SIGNED AWAY OPTION OF TURNING TO ICSC FOR THIS PURPOSE

AS RESULT OF UNDERSTANDINGS THEY REACHED WITH STAFF
REPRESENTATIVES AS PART OF SPRING SETTLEMENT.

4. MISSION CONSIDERING CALLING GENEVA GROUP MEETING
WITHIN NEXT FEW DAYS TO SHARE INFORMATION AND CONSIDER
WHAT IF ANY STEPS MIGHT APPROPRIATELY BE TAKEN.
SHOULD DEMARCHES TO UNSYG OR OTHER EXECUTIVE HEADS
APPEAR TO BE RECOMMENDABLE, WE SHOULD BEAR IN MIND
AS PLANNING FACTOR THAT ACC SCHEDULED TO MEET
IN GENEVA JULY 27.

5. FOREGOING INTENDED TO PROVIDE ADDRESSEES
WITH AS CLEAR A PICTURE AS WE CAN NOW DEVELOP HERE
OF THIS PRESENTLY FUZZY SITUATION. MISSION WOULD
APPRECIATE BEING KEPT AS INFORMED AS POSSIBLE OF
DEVELOPMENTS AT ICSC ROME MEETING WHICH MAY RELATE TO
IT.DALE

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